

HOUSE No. 4254

The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES, July 12, 2012.

The committee on Health Care Financing, to whom was referred the Bill to promote health through workplace safety for social workers (House, No. 3864), reports recommending that the same ought to pass with an amendment substituting therefor the accompanying bill (House, No. 4254).

For the committee,

STEVEN M. WALSH.

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In the Year Two Thousand Twelve

An Act to promote health through workplace safety for social workers.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Chapter 6A of the General Laws is hereby amended by inserting after section 16S
2 the following section:-

3 Section 16T. The executive office of health and human services shall by regulation require that
4 programs providing direct services to clients and operated by or licensed, certified, or funded by
5 a department or division of the executive office of health and human services establish a
6 workplace violence prevention and crisis response plan for social workers, human services
7 workers, volunteers, and all other employees.

8 Programs shall assess and annually review factors that may put social workers, human services
9 workers, volunteers, and all other employees at risk of workplace violence. Factors shall include,
10 but need not be limited to working outside normal business hours; working alone; working with
11 people in crisis; and working with people with known histories of violent behavior.

12 Based on the assessment and subsequent annual review, the program shall: (a) establish a system
13 for centrally recording all incidents of workplace violence or threats of workplace violence

14 against social workers, human services workers, volunteers, and all other employees; (b) prepare
15 a written violence prevention and crisis response plan that includes measures the program
16 intends to take to respond to any incident of workplace violence against social workers, human
17 services workers, volunteers and all other employees; (c) provide each employee with a copy of
18 the violence prevention and crisis response plan; (d) implement training to educate social
19 workers, human services workers, volunteers, and all other employees about workplace violence
20 and ways to reduce risks; and (e) develop and maintain a violence prevention and response team
21 to monitor ongoing compliance with the violence prevention and crisis response plan and to
22 assist any social workers, human services workers, volunteers, and all other employees
23 victimized by or threatened with workplace violence.